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Vets Work

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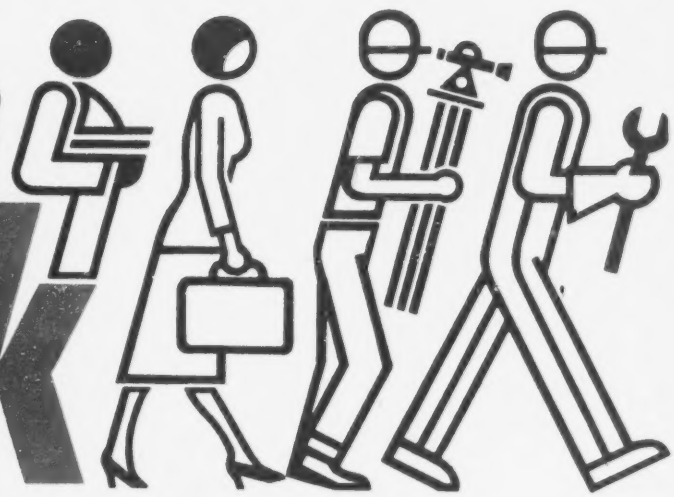

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EMPLOYMENT SECURITY COMMISSION OF NORTH CAROLINA

JOB SERVICE

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PREFACE

Vets Work is a special report focusing on North Carolina's veterans and their role in the labor market. The characteristics of veterans in the population and civilian labor force as well as services rendered to veterans by the Employment Security Commission of North Carolina are presented.

The report is designed to aid planners involved with employment and training programs to better serve the veteran target group. Also, hopefully, others interested in the veterans will find this report informative and will obtain a clearer picture of the veterans' situation.

Throughout this report, veterans are defined as males. Nearly 98 percent of all veterans in civilian life are men, and approximately two-fifths of all adult men are veterans. Also, conclusions and inferences drawn from veteran data are more consistent when applied to the male population. Information on female veterans is both limited and unreliable because they are such a small portion of the population.

TABLE OF CONTENTS

	Page
Introduction	4
Employment Problems Facing Veterans	4
Veterans In the Population	5
Labor Force Status of Veterans	7
Services Provided Veterans by Job Service	10
Programs for Veterans	10
Appendix	14

INTRODUCTION

The purpose of this report is to present information on the participation of veterans in the North Carolina labor market, highlighting veteran characteristics in population, problems encountered by veteran job seekers and federal and state programs designed to assist the veterans' transition into the civilian labor market.

Even though it has been almost five years since the United States has been actively involved in military combat, the effects of wartime service remain for thousands of veterans, particularly Vietnam era veterans. For this reason, and as a form of reward for those who served their country, the federal government has continually demonstrated a commitment to veterans through the development of programs of outreach and assistance. Even during peacetime new programs are continually being developed to aid and encourage job development for veterans.

Veterans, because of the special problems they may confront when seeking employment, present a challenge to the North Carolina Employment Security Commission. Within the Employment Service system there is a legislatively mandated policy of veterans' preference, and there are several programs designed to specifically assist disabled veterans.

While there is a sufficient amount of data available to analyze the veteran related activities within the North Carolina Employment Security Commission, there is little additional information available to describe the status of veterans within the labor force of North Carolina. Most data on vets are available only on a national basis. Specific state data that are available come primarily from Census of Population or the Veterans Administration (VA).

EMPLOYMENT PROBLEMS FACING VETERANS

It is generally understood that people leaving military service encounter problems finding employment. The problems are most acute immediately following discharge but are not restricted to that period. It is, however, the recently separated veteran who is given the highest priority by most government programs. In these cases veterans' preference amounts to a reward for prior military service.

A research monograph published by the U. S. Department of Labor in 1977 began with the following quote from a young, disabled Vietnam era veteran: "... I don't think the world owes me a living, but it could let me make one." It could be said that the primary emphasis of most federal programs is to assist the veteran in making the transition from military to civilian employment.

While other veteran groups in the population may encounter problems, these are most likely the same problems faced by nonveteran groups with similiar socio-economic and demographic backgrounds. For example, some World War II veterans in the labor force are presently feeling the effects of age discrimination in the labor market. They are being passed over for promotion or refused employment when a younger person is available. This is a situation that affects veterans and nonveterans alike.

By far the most significant barriers to employment are currently faced by Vietnam era veterans who fought in an extremely unpopular war and returned home to a weakening economy. Because of these factors the benefits offered to these veterans were not as generous as those available to their predecessors. As a result many found it hard to reenter the civilian labor force upon discharge. This is not to say that the Vietnam era veteran is any less motivated or less valuable than previous veterans or others entering or reentering the labor market.

Members of minority groups, the young and the disabled have a difficult time finding employment; veterans with these characteristics encounter acute problems in the labor market. Although younger veterans (those aged 20-24) constitute a small and declining portion of the Vietnam era veteran population, their jobless rate well exceeds that for nonveterans of similiar age. The young generally have a hard time finding employment due to a lack of experience and employer prejudices. The young veteran, however, is at a disadvantage compared with his nonveteran counterpart. Young nonveterans have been in the labor market long enough to have gained work experience. Often, too, the veteran has been trained in an occupation with skills that are not easily transferrable to the civilian labor market.

Disabled veterans, like other handicapped individuals, have difficulty finding employment due to such factors as fear on the employers' part of hampered performance by the veteran. According to the VA, the disabled veteran has a significantly higher unemployment rate than the nonveteran; and more likely to drop out of the labor force; and often will accept a job with lower pay. While the disabled veteran is commonly pictured as an amputee or a blind man, the truth is that only six percent of disabled Vietnam era veterans fit this category. The most common service connected disabilities are bone and joint impairments (31 percent), psychiatric and neurological disorders (20 percent), and muscle injuries (12 percent).

VETERANS IN THE POPULATION

The Veterans Administration reported that as of September, 1979, there were approximately 30 million veterans in the United States. Of these about 622,000 resided in North Carolina, comprising approximately 11 percent of the State's total population. This is a slightly lower proportion of veterans than in the total U. S. population.

Due mainly to the discharge of Vietnam era veterans the number of veterans in the North Carolina population has increased slightly over the past two decades, but the proportion that veterans are to the total population declined from 1970 to the estimated 1979 population.

North Carolina Veteran Population

	1960 3/	1970 3/	1979 (Est.)
Total population	4,556,200	5,084,400	5,685,000 1/
Total veterans	464,000	589,000	622,000 2/
Veterans as percent of total population	10.2	11.6	10.9
Vietnam	0	100,000	200,000 2/
Korea	86,000	103,000	116,000 2/
World War II	266,000	262,000	245,000 2/
World War I	44,000	28,000	11,000 2/

1/ N.C. Dept. of Administration

2/ Veterans Administration

3/ U. S. Bureau of Census

The Veterans Employment Service of the Employment Security Commission also makes estimates on the veteran population in North Carolina. The following are estimates for September, 1978 and the most recent April, 1979.

North Carolina Veteran Population

	September, 1978	April, 1979
Total 1/	727,600	740,700
Vietnam	237,100	241,300
Handicapped	153,200	156,000
Disabled 2/	61,600	62,700
Vietnam disabled	16,500	16,800
Other Eligibles 3/	47,700	49,100

1/ Computations differ from Veterans Administration because of the inclusion of veterans with less than 180 days service and with over 180 days service that served between WW I and WW II and also between WW II and the Korean conflict and after the Vietnam era which ended 5-7-75.

2/ Computations include military retirees retired for disability.

3/ Wives and widows eligible for veterans' preference.

These veteran population data are develped using the United States Department of Labor veteran definitions, which creates a much larger pool of veteran category eligibles for participation in various employment and training programs.

LABOR FORCE STATUS OF VETERANS

For the most part, published data deal with the labor force status of Vietnam era veterans on a national level. It is generally the young Vietnam era veterans entering or reentering the civilian job market who may have problems which require special attention, particularly employment services.

Since the Vietnam conflict, which officially ended on May 7, 1975, and with the elimination of the draft in 1976, the number of military separations has dropped steadily. As a result the younger Vietnam era veteran (age 20-24) now represents a smaller and declining proportion of all Vietnam era veterans, aged 20-34. Nevertheless, these veterans continue to be overrepresented in the ranks of the unemployed. In 1978, males 20-24 comprised only 14.3 percent of the Vietnam era veterans in the labor force, but they accounted for 31.8 percent of the Vietnam era veterans unemployed in the United States. The jobless rate for all younger veterans averaged 11.9 percent for that year. On the other hand their counterparts, the nonveteran, had an unemployment rate of 8.6 percent for the same period. The difference between unemployment rates for Vietnam era veterans and nonveterans is largest for the youngest age group, as can be seen on the following table.

Annual Unemployment Rates for U. S. Males
Vietnam Era Veteran and Nonveterans,
20 to 34 Years Old

Age and Veteran Status	1977 Average	1978 Average
Total, 20 to 34 years		
Veteran	7.3	5.1
Nonveteran	7.5	6.2
20 to 24 years		
Veteran	16.2	11.9
Nonveteran	10.0	8.6
25 to 29 years		
Veteran	7.1	6.0
Nonveteran	6.4	4.9
30 to 34 years		
Veteran	4.5	3.1
Nonveteran	4.5	3.5

Source: Employment and Earnings, U.S.D.O.L., January, 1979

In North Carolina, as in the nation, the level of unemployment for all Vietnam era veterans is lower than for nonveterans. However, unemployment problems still exist for younger veterans trying to make the transition to civilian life. Although there are no detailed age breakdowns for North Carolina it seems reasonable to expect that the state patterns are similiar to national ones. The national data show a definite difference between unemployment rates for younger Vietnam era veterans and nonveterans.

This difference between unemployment rates for the young veteran and nonveteran groups can partially be attributed to two factors: (1) Younger nonveterans have been in the labor market longer than recently returned veterans and, therefore, may be established in jobs; and (2) recently seperated veterans are eligible for unemployment compensation payments based on their military service wage credits. These benefits may play a role in easing the impact of their joblessness and, therefore, contribute to a lengthening of the job search period. Most unemployed younger nonveterans do not qualify for unemployment compensation. These differences in circumstances, with regard to unemployment compensation, tend to diminish as the elasped time following military discharge increases.

North Carolina Labor Force Data
1978 Annual Averages

	Total Labor Force	Vietnam Era Veterans
Labor Force	2,678,000	137,800
Employment	2,562,000	133,600
Unemployment	116,000	5,100
Unemployment Rate	4.3	3.7

Source: North Carolina Employment Security Commission

The problems associated with unemployment are particularly acute among minority veterans, especially those discharged after Vietnam. Within the minority categories, blacks have the highest rate of unemployment. No data are available for North Carolina, but it is likely that similar unemployment would exist in the state as in the nation.

U. S. Unemployment Rates
By Veteran Status, Age and Race
1978

	Vietnam Era	Nonveteran
Total		
20-34 years	5.1	6.2
20-24 years	11.9	8.6
25-29 years	6.0	4.9
30-34 years	3.1	3.5
White		
20-34 years	4.5	5.2
20-24 years	10.1	7.2
25-29 years	5.2	4.2
30-34 years	2.8	2.9
Black		
20-34 years	11.0	13.1
20-24 years	24.1	19.2
25-29 years	12.3	9.9
30-34 years	5.8	7.4
Hispanic		
20-34 years	6.5	7.7
20-24 years	10.3	9.0
25-29 years	7.4	6.9
30-34 years	4.1	6.4

Source: Employment and Earnings, U.S. Department of Labor, January, 1979

For all age cohorts listed in the previous table, the unemployment rate for Black and Hispanic veterans exceeded that of White veterans; and for the 20-24 and 25-29 year groups the veterans unemployment rate was higher than that for nonveterans. For the oldest cohort, 30-34 years, the rate of unemployment for veterans was lower than for nonveterans in each racial category. The differences between veterans and nonveterans seems to diminish as the time from date of discharge increases.

There are no current data available concerning the labor force status of disabled Vietnam era veterans. However, available data dealing with employment and unemployment leave little doubt that the disabled veteran faces greater problems in finding a job than most, if not all, other population groups. In FY 1978 the "Annual Report of the Administrator," VA reported that there were 519,000 Vietnam era veterans receiving disability compensation. This figure comprised about 5.9 of the overall Vietnam era population at the time.

SERVICES PROVIDED VETERANS BY JOB SERVICE

The North Carolina Employment Security Commission is mandated to provide services to veterans on a priority basis. During FY 1979, veterans received preferential treatment in most service areas.

During FY 1979, 565,209 individuals were registered for work with the NCESC Job Service. Of these, 83,517 (14.8 percent) were veterans, 32,548 of whom had served during the Vietnam era, and 5,604 were disabled.

Almost 50 percent of the available veterans were referred to at least one job and 26 percent were placed in a job. Most placements were in permanent jobs (94 percent) at a wage of over $3.00 per hour. Over one-third of those placed received over $4.00 per hour. The average wage of all veterans placed during FY 79 was $3.67 per hour. The average wage of all applicants placed in jobs was $3.26 per hour.

There were 27,836 veterans for whom job development contacts were made in FY 1979, representing approximately one-third of all veterans available for services. The rate of job development contacts for nonveterans was 14 percent, indicating veteran priority in this service area. In addition, 7.6 percent of the veterans were counselled as opposed to 5.5 for nonveterans.

VETERANS TRAINING AND EMPLOYMENT ASSISTANCE PROGRAMS

Since the post-Revolutionary War days, the United States and individual states have had various programs designed to aid veterans. Originally, bonus money was given to help the veteran resettle. Present day programs are far more complicated than those of earlier times and most have their basis in Federal law. In 1933 one of the provisions of the Wagner Peyser Act established a system of public employment offices responsible for maintaining a veterans' service "to be devoted to securing employment for veterans."

Title 38, United States Code, Section 2002, requires: "an effective (1) job and job training counseling service program; (2) employment placement service program; and (3) job training placement program for eligible veterans and eligible persons...so as to provide such veterans and persons the maximum of employment and training opportunities through existing programs, coordinating and merger of programs, and implementation of new programs." This is the legal basis for present day programs which provide priority services to all veterans and other eligible persons over nonveterans.

Under the Vietnam-era Veterans' Readjustment Assistance Act (VEVRAA) and the Emergency Jobs and Unemployment Assistance Act, the Secretary of Labor has the responsibility to formulate, implement, and monitor policies and programs affecting the unemployment, job training, employment or reemployment, and job placement of veterans.

VETERANS EMPLOYMENT SERVICE (VES)

Established by the Wagner-Peyser Act of 1933, the VES works with the North Carolina State Job Service to provide veterans with employment services such as testing, counseling, and job referral. To ensure veterans' preference each Job Service local office and the State must meet certain administrative goals. In addition, a set of Veteran Standards of Performance has been established by the U. S. Department of Labor which requires Job Service offices to provide preferential treatment to applicants with veterans's status. For example, the ratio of veteran applicants placed in jobs relative to the total veteran new applications and renewals must exceed the same ratio for nonveterans by at least ten percent. Similiar compliance indicators exist for counseling and job development. The floor level indicators used for disabled veterans and Vietnam era veterans are higher than for other veterans to encourage priority service for these groups.

UNEMPLOYMENT COMPENSATION FOR EX-SERVICEMEN (UCX)

The UCX program provides unemployment benefits for eligible veterans while they are seeking employment. State employment security agencies take claims and pay benefits from Federal funds to veterans under the same terms and conditions and in the same amounts provided by the unemployment compensation law of the state in which the veteran files his or her initial claim. Veterans who have had 90 or more days of continuous active service and were discharged under conditions other than dishonorable are elibible for UCX benefits. In 1979 North Carolina paid out over $4 million in Federal funds to ex-servicemen under this program.

VETERANS REEMPLOYMENT RIGHTS

Since 1940, Federal statutes have entitled veterans to return to their prior job in the position and with the senority, status and rate of pay they would have achieved if their employment had not been interrupted by military service. The Vietnam Era Veterans' Readjustment Assistance Act of 1974 extended this coverage to employment in state and local governments. Veterans can get assistance in exercising their rights through the U. S. Department of Labor's Labor-Management Services Administration.

APPRENTICESHIP AND TRAINING

The National Apprenticeship Act of 1937 authorized the U. S. Department of Labor to promote labor standards that safeguard the welfare of apprentices and to guide, assist and improve apprenticeship. A major objective of this program today is to provide unemployed Vietnam era veterans with maximum apprenticeship opportunities. The Veterans' Administration accepts a registered apprenticeship program as meeting the criteria for granting educational Veterans' Administration benefits to eligible registered veterans.

In North Carolina, this program is operated by the North Carolina Department of Labor. During 1979, 2,658 veterans received apprenticeship services. They accounted for 51 percent of all applicants in apprenticeship positions during the year.

During calendar year 1978 of all veterans in apprenticeship programs over 46 percent were Vietnam era veterans. This was the highest state ratio in the nation.

MANDATORY LISTING OF JOB OPENINGS

In order to generate more job opportunities for Vietnam era and disabled veterans, President Nixon issued an Executive Order in 1971 which mandated that Federal contractors list their job openings with Job Service offices in their area. The provisions of this order were strengthened by the enactment of the Vietnam Era Veterans Readjustment Assistance Act. This gave the order a legislative mandate and added the requirement that Federal contractors give special emphasis to the employment of both Vietnam era and disabled veterans. Enforcement of compliance with the affirmative action requirements of the Act is the responsibility of the United States Department of Labor's Office of Contract Compliance Program. The following table shows the number of veterans placed in mandatory openings listed with the Job Service in North Carolina during FY 1979.

New Hires from Mandatory Openings FY 1979

Total number of hires	22,566
Recently separated Vietnam Era	1,600
Special disabled	151

Source: North Carolina Employment Security Commission

HELP TRHOUGH INDUSTRY RETRAINING AND EMPLOYMENT (HIRE)

This program coordinated by the North Carolina Employment Security Commission was developed to establish training positions within private industry. Its target groups are those segments of the veteran population with an unusually high incidence of unemployment. The HIRE program is operated in conjunction with CETA Prime Sponsors. Under the program an employer receives reimbursement to provide jobs for unemployed veterans. The Prime Sponsors develop on-the-job (OJT) contracts which are then made available to the NCESC to perform the necessary certification and referral processes.

VETERANS ADMINISTRATION PROGRAMS

Undoubtedly, the program with the greatest potential for helping severely disabled veterans is the VA's Vocational Rehabiliation Program. Under this program an eligible veteran may receive counseling designed to help him

develop an obtainable and suitable job goal. The financial support available through this program is greater than under other assistance programs. To qualify a veteran must have at least 30 percent combined VA disablity rating unless he can show that his disability is a pronounced employment handicap. For veterans with less than a 30 percent disability, the G.I. Education Bill is available to offset some of the costs of further education.

DISABLED VETERAN OUTREACH PROGRAM (DVOP)

A DVOP staff comprised of disabled veterans was hired to identify other disabled veterans in need of job services. The DVOP staff works with the VA, veterans organizations and other groups to find disabled veterans and help them to take advantage of benefits and services to which they are entitled.

APPENDIX

Table 1

VETERAN POPULATION - U. S. TOTALS

	1970 Census	12-31-77*	1978* Number	1978* Distribution
Total Veterans	28,112,500	29,884,000	29,984,000	100.0%
Vietnam Era	4,503,800	8,476,000	8,734,000	29.1
Korean Conflict	4,702,300	5,926,000	5,897,000	19.7
World War II	13,324,760	13,131,000	12,902,000	43.0
World War I	1,587,600	755,000	667,000	2.2
Other Veterans	3,994,040	1,696,000	1,784,000	5.9
Total Civilian Males, 16 years and older	67,409,000	75,981,000		N.A.

*Veterans Administration

Table 2

AVERAGE AGE OF VETERANS, SEPTEMBER 30, 1978

U. S. TOTALS

Average Age, All Veterans	47.0
Vietnam	30.7
Korean Conflict	46.9
World War II	58.2

Source: Annual Report, VA

Table 3

NORTH CAROLINA VETERAN POPULATION

	1960	1970	1975	1977	1978
Total Population	4,556,200	5,084,400	5,451,000	5,525,000	5,577,000
Veteran Population	464,000	589,000	616,000*	619,000*	621,000*
Percent of Total	10.2	11.6	11.3	11.2	11.1

*Veterans Administration

TABLE 4

PERCENT DISTRIBUTION OF EMPLOYED VETERANS BY OCCUPATION
IN NORTH CAROLINA - 1970

OCCUPATIONAL CATEGORY	PERCENT DISTRIBUTION
CRAFTSMEN & KINDRED WORKERS	25
NONFARM MANAGERS & ADMINISTRATORS	15
OPERATIVES; EXCEPT TRANSPORT	14
PROFESSIONAL, TECHNICAL AND RELATED	12
SALES & RELATED	8
CLERICAL & KINDRED WORKERS	7
TRANSPORT EQUIPMENT OPERATORS	6
SERVICE WORKERS	5
NONFARM LABORERS	4
FARM MANAGERS	3
FARM LABORERS	1

SOURCE: 1970 CENSUS

TABLE 5

NORTH CAROLINA JOB SERVICE APPLICANTS
BY OCCUPATION IN WHICH EXPERIENCED
DECEMBER 31, 1979

OCCUPATION OF EXPERIENCE	D.O.T. CODE	TOTAL ACTIVE APPLICANTS	% OF TOTAL APPS.	TOTAL VETERAN APPLICANTS	% OF TOTAL VET. APPS.
TOTAL		140,561		28,776	
PROF., TECH., & MGR'L.	0-1	11,899	8.5	4,009	13.9
PROFESSIONAL & TECHNICAL	00-16	7,007	5.0	2,139	7.4
MANAGERIAL	18	3,993	2.8	1,612	5.6
MISC. PROF., TECH., & MGR'L.	19	899	0.6	258	0.9
CLERICAL & SALES	2	24,129	17.2	4,041	14.0
CLERICAL	20-24	19,512	13.9	2,786	9.7
SALES	20-29	4,617	3.3	1,255	4.4
SERVICE	3	19,955	14.2	2,197	7.6
DOMESTIC	30	2,266	1.6	26	0.1
SERVICE, OTHER THAN DOMESTIC	31-39	17,689	12.6	2,171	7.5
FARMING, FISHERY, FORESTRY, & RELATED	4	3,558	2.5	450	1.6
PROCESSING	5	4,439	3.2	623	2.2
MACHINE TRADES	6	13,720	9.8	3,143	10.9
BENCH WORK	7	10,202	7.3	909	3.2
STRUCTURAL WORK	8	15,301	10.9	5,766	20.0
MISCELLANEOUS	9	16,602	11.8	4,670	16.2
MOTOR FREIGHT & TRANS.	90-91	6,095	4.3	2,564	8.9
PACKAGING & MATERIAL HANDLING	92	9,933	7.1	1,921	6.7
OTHER MISCELLANEOUS	93-97	574	0.4	185	0.6

SOURCE: ESARS

Table 6

PERCENT DISTRIBUTION OF APPLICANTS PLACED IN JOBS
BY THE NORTH CAROLINA JOB SERVICE
Fiscal Year 1979

	Total Percent Distribution	Veterans Percent Distribution
Age		
20-39	63.1	73.5
20-24	28.2	25.3
25-29	17.2	24.8
30-39	17.8	23.4
Education		
High School	36.6	50.8
Beyond High Schools	17.4	22.3
Race		
Nonwhite	46.0	38.5
White	54.0	61.5

Source: ESARS

Table 7

APPLICANTS PLACED BY WAGE RATE INTERVALS
AT NORTH CAROLINA JOB SERVICE OFFICES
Fiscal Year 1979

	All Applicants	All Males	Veterans	Vietnam Era
$2.64 and Under	2,931	1,120	311	120
$2.65 - $2.99	49,497	22,213	4,179	1,605
$3.00 - $3.49	41,803	24,916	7,344	3,090
$3.50 - $3.99	19,536	12,288	5,075	2,425
$4.00 - $4.49	9,288	7,151	3,185	1,578
$4.50 - $4.99	3,332	2,663	1,344	681
$5.00 - $5.49	3,020	2,655	1,283	606
$5.50 - $5.99	1,614	1,228	577	279
$6.00 and Over	2,585	2,236	1,132	538
Average	$3,26	$3,38	$3.67	$3.75

Source: ESARS

TABLE 8

EDUCATIONAL ATTAINMENT OF COMPARABLE AGE-GROUPS OF WORLD WAR II, KOREAN CONFLICT AND VIETNAM ERA VETERANS IN U.S. AT SEPARATION FROM THE ARMED FORCES
(INCLUDES VIETNAM ERA VETERANS SEPARATED THROUGH SEPTEMBER 30, 1979)

PERIOD OF SERVICE AND AGE	YRS. OF SCHOOL COMPLETED AT SEPARTATION - % OF TOTAL					MEDIAN (YRS.)
	8 YEARS OR LESS	HIGH SCHOOL		COLLEGE		
		1-3 YEARS	4 YEARS	1-3 YEARS	4 YEARS OR MORE	
ALL AGES						
WORLD WAR II a/	28.3	26.3	26.3	9.6	9.5	11.5
KOREAN CONFLICT	12.6	24.9	43.5	11.1	7.9	12.3
VIETNAM ERA	2.9	16.3	59.9	13.0	7.9	12.5
UNDER 20						
WORLD WAR II a/	30.5	36.1	29.4	4.0	-	10.6
KOREAN CONFLICT	28.1	53.3	17.6	1.0	-	10.2
VIETNAM ERA	7.2	49.3	42.0	1.4	0.1	11.6
20-24 YEARS						
WORLD WAR II a/	21.2	28.5	32.0	9.8	8.5	12.0
KOREAN CONFLICT	11.5	27.5	47.1	10.0	3.9	12.2
VIETNAM ERA	2.6	16.6	65.1	12.8	2.9	12.5
25-29 YEARS						
WORLD WAR II a/	26.2	25.9	27.1	9.8	11.0	11.7
KOREAN CONFLICT	14.0	20.1	34.2	11.6	20.1	12.5
VIETNAM ERA	2.3	8.6	44.7	17.7	26.7	12.9
30-34						
WORLD WAR II a/	32.0	23.8	24.0	9.3	10.9	11.3
KOREAN CONFLICT	15.4	25.1	39.4	11.5	8.6	12.2
VIETNAM ERA	2.2	7.6	51.1	13.3	25.8	12.8
35 YEARS OR OLDER						
WORLD WAR II a/	44.8	22.5	15.3	9.7	7.7	9.7
KOREAN CONFLICT	13.4	17.1	43.8	15.4	10.3	12.4
VIETNAM ERA	2.9	6.2	63.9	14.9	12.1	12.6

a/ DATA ARE BASED ON EDUCATIONAL LEVEL AT SEPARATION OF WORLD WAR II ENLISTED MEN, ADJUSTED TO REFLECT ESTIMATED EDUCATIONAL ATTAINMENT OF OFFICERS.

SOURCE: VA

TABLE 9

EDUCATIONAL ATTAINMENT OF VIETNAM ERA VETERANS IN U. S. AT TIME OF SEPARATION
FISCAL YEARS 1965 - 1979

ALL AGES

NET FISCAL YEAR	NET SEPARATIONS	YEARS OF SCHOOL COMPLETED					MEDIAN (YEARS)
		8 YEARS OR LESS	HIGH SCHOOL		COLLEGE		
			1-3 YEARS	4 YEARS	1-3 YEARS	4 YEARS OR MORE	
	(NUMBER IN THOUSANDS)						
1965	456.0	28.3	101.5	251.3	45.5	29.4	12.4
1966	507.0	21.8	91.1	301.5	55.1	37.5	12.5
1967	533.0	19.5	105.4	318.8	55.0	34.3	12.4
1968	745.0	24.1	126.3	460.5	91.9	42.2	12.5
1969	940.0	29.9	140.9	567.6	138.2	63.4	12.5
1970	1,012.0	34.8	164.6	575.5	151.2	85.9	12.5
1971	975.0	29.5	153.3	541.5	155.0	95.7	12.6
1972	850.0	23.0	131.7	462.4	125.4	107.5	12.6
1973	594.0	13.4	85.5	346.8	80.5	67.8	12.6
1974	547.0	11.9	90.9	323.4	60.8	60.0	12.5
1975	523.0	10.3	99.7	313.3	55.9	43.8	12.5
1976	412.0	5.4	75.3	274.0	44.9	12.4	12.5
1977 A/	503.0	4.5	70.9	352.6	57.4	17.6	12.5
1978	277.0	1.4	26.6	201.4	36.0	11.6	12.5
1979 B/	196.0	0.6	12.4	140.9	30.1	12.0	12.6
1965-79C/	9,070.0	258.5	1,476.0	5,431.5	1,183.0	721.0	12.5
	PERCENT D/						
1965	100.0	6.2	22.3	55.1	10.0	6.4	
1966	100.0	4.3	17.9	59.5	10.9	7.4	
1967	100.0	3.7	19.8	59.8	10.3	6.4	
1968	100.0	3.2	17.0	61.8	12.3	5.7	
1969	100.0	3.2	15.0	60.4	14.7	6.7	
1970	100.0	3.4	16.3	56.9	14.9	8.5	
1971	100.0	3.0	15.7	55.6	15.9	9.8	
1972	100.0	2.7	15.5	54.4	14.8	12.6	
1973	100.0	2.3	14.4	58.3	13.6	11.4	
1974	100.0	2.2	16.6	59.1	11.1	11.0	
1975	100.0	2.0	19.1	59.8	10.7	8.4	
1976	100.0	1.3	18.3	66.5	10.9	3.0	
1977 A/	100.0	0.9	14.1	70.1	11.4	3.5	
1978	100.0	0.5	9.6	72.7	13.0	4.2	
1979 B/	100.0	0.3	6.3	71.9	15.4	6.1	
1965-79C/	100.0	2.9	16.3	59.9	13.0	7.9	

A/ INCLUDES TRANSITION QUARTER

B/ PRELIMINARY.

C/ THE NUMBER OF VIETNAM ERA VETERANS SEPARATED BETWEEN AUGUST 4, 1964 AND 9/30/79 DIFFERS FROM THE NUMBER OF VETERANS IN CIVIL LIFE ON 9/30/79 SHOWN ELSEWHERE BECAUSE 159,000 HAVE DIED SINCE RETURNING TO CIVIL LIFE.

D/ THE PERCENTAGES FOR "LESS THAN 4 YEARS OF HIGH SCHOOL" IN THIS TABLE DIFFER FROM THE PERCENTAGE OF EDUCATIONALLY DISADVANTAGED OBTAINED FROM THE VADS FILE AT VADPC AUSTIN, TEXAS, AS OF 9/30/79 BECAUSE FORMER SERVICE PERSONNEL WHO SERVED ON ACTIVE DUTY LESS THAN SIX MONTHS OR WHOSE DISCHARGES WERE CHARACTERIZED AS "OTHER THAN HONORABLE" ARE EXCLUDED FROM THE VADS FILE.

SOURCE: VA

TABLE 10

LABOR FORCE STATUS OF VIETNAM ERA VETERANS
BY RACE AND AGE - U. S. TOTALS

EMPLOYMENT STATUS	TOTAL			WHITE			BLACK AND OTHER		
	1976	1977	1978	1976	1977	1978	1976	1977	1978
VETERANS									
TOTAL, 20 TO 34 YEARS:									
CIVILIAN LABOR FORCE	6,318	6,487	6,173	5,697	5,856	5,580	621	631	593
EMPLOYED	5,817	6,015	5,859	5,290	5,484	5,331	527	531	528
UNEMPLOYED	501	472	314	407	372	249	94	100	65
UNEMPLOYMENT RATE	7.9	7.3	5.1	7.1	6.4	4.5	15.1	15.8	11.0
20 TO 24 YEARS									
CIVILIAN LABOR FORCE	941	927	672	810	782	585	131	145	87
EMPLOYED	777	777	592	681	674	526	96	103	66
UNEMPLOYED	164	150	80	129	108	59	35	42	21
UNEMPLOYMENT RATE	17.4	16.2	11.9	15.9	13.8	10.1	26.7	29.0	24.1
25 TO 29 YEARS									
CIVILIAN LABOR FORCE	3,117	2,845	2,233	2,830	2,584	2,005	287	261	228
EMPLOYED	2,888	2,644	2,100	2,637	2,417	1,900	251	227	200
UNEMPLOYED	229	201	133	193	167	105	36	34	28
UNEMPLOYMENT RATE	7.3	7.1	6.0	6.8	6.5	5.2	12.5	13.0	12.3
30 TO 34 YEARS									
CIVILIAN LABOR FORCE	2,260	2,715	3,268	2,057	2,490	2,990	203	225	278
EMPLOYED	2,152	2,594	3,167	1,972	2,393	2,905	180	201	262
UNEMPLOYED	108	121	101	85	97	85	23	24	16
UNEMPLOYMENT RATE	4.8	4.5	3.1	4.1	3.9	2.8	11.3	10.7	5.8

SOURCE: EMPLOYMENT AND EARNINGS, BUREAU OF LABOR STATISTICS

Table 11

N. C. VETERAN APPLICANTS AT JOB SERVICE OFFICES

FY 1979

	Veterans
Total Registered	83,517
Minority	27,420
Economically Disadvantaged	14,576
Female	4,199
Unemployed at Time of Registration	72,804

Source: ESARS

Table 12

N. C. VETERAN APPLICANTS AT JOB SERVICE
BY SPECIAL CHARACTERISTICS

FY 1979

Veterans (Total Available)	83,517
Recently Separated	32,585
Disabled	5,604
Vietnam-Era	32,548
Special Veterans	9,554

Source: ESARS

Table 13

SERVICES TO VETERANS AT NORTH CAROLINA
JOB SERVICE OFFICES - FY 1979

	Veteran	Vietnam Era
New Applicants	49,807	21,203
Renewals	12,124	4,282
Individuals Counseled	6,383	2,829
Individuals Tested	5,236	2,523
Referred to Support Services	10,979	5,035
Enrollment in Training	656	338
CETA Institutional	390	187
Job Development Contacts	27,836	11,949
Placed in Jobs		
Nonfarm	20,872	9,385
Farm	1,176	315
Apprenticeship	23	16
CETA OJT	407	188
CETA PSE	1,611	666
Applicants in File End of FY	28,143	11,391

Source: ESARS

TABLE 14

VETERAN POPULATION IN NORTH CAROLINA
MARCH 31, 1979

COUNTY	TOTAL VETERANS*	WAR VETERANS			
		VIETNAM ERA	KOREAN CONFLICT	WORLD WAR II	WORLD WAR I
TOTAL	622,000	197,000	118,000	249,000	11,000
ALAMANCE	13,080	3,760	2,470	5,800	190
ALEXANDER	2,450	770	430	950	20
ALLEGHANY	970	350	120	390	20
ANSON	2,090	530	360	950	60
ASHE	1,800	520	310	750	50
AVERY	1,460	470	250	570	30
BEAUFORT	4,000	1,200	650	1,740	100
BERTIE	1,440	450	160	640	40
BLADEN	2,160	640	400	890	50
BRUNSWICK	2,630	820	490	1,110	70
BUNCOMBE	21,080	5,340	4,290	9,490	640
BURKE	7,910	2,540	1,400	3,030	130
CABARRUS	9,800	2,590	1,990	4,470	150
CALDWELL	7,470	2,540	1,380	2,670	130
CAMDEN	370	60	120	180	—
CARTERET	4,980	1,760	980	2,020	90
CASWELL	1,690	450	330	730	40
CATAWBA	11,970	3,530	2,320	4,840	140
CHATHAM	3,360	1,120	490	1,360	40
CHEROKEE	1,990	560	320	920	50
CHOWAN	1,240	330	260	550	30
CLAY	640	140	130	320	20
CLEVELAND	8,860	2,860	1,510	3,530	120
COLUMBUS	4,420	1,180	940	1,830	100
CRAVEN	6,400	2,450	1,310	2,070	90
CUMBERLAND	20,570	9,570	3,750	5,940	210
CURRITUCK	750	200	120	400	30
DARE	1,050	280	260	570	20
DAVIDSON	12,560	3,760	2,300	5,320	130
DAVIE	2,450	790	420	980	50
DUPLIN	4,290	1,420	730	1,690	80
DURHAM	17,790	6,010	3,120	7,040	340
EDGECOMBE	5,160	1,590	840	2,080	110
FORSYTH	29,590	8,910	5,950	12,160	400
FRANKLIN	2,210	610	340	990	110
GASTON	20,630	6,100	3,950	8,760	310
GATES	710	170	140	320	30
GRAHAM	740	170	110	390	20
GRANVILLE	3,020	760	650	1,250	80
GREENE	1,240	410	210	490	10
GUILFORD	39,940	11,640	8,210	16,810	580
HALIFAX	5,010	1,290	810	2,350	130
HARNETT	5,470	2,070	860	1,860	110
HAYWOOD	5,870	1,570	1,040	2,610	170
HENDERSON	6,720	2,230	1,190	2,570	260
HERTFORD	2,080	670	410	740	60
HOKE	1,390	520	260	480	30
HYDE	460	90	90	260	10
IREDELL	9,770	2,890	1,930	3,940	140
JACKSON	2,730	990	530	920	50

TABLE 14

VETERAN POPULATION IN NORTH CAROLINA
MARCH 31, 1979

COUNTY	TOTAL VETERANS*	WAR VETERANS			
		VIETNAM ERA	KOREAN CONFLICT	WORLD WAR II	WORLD WAR I
JOHNSTON	6,750	2,190	1,220	2,570	120
JONES	880	250	160	350	30
LEE	3,840	1,270	710	1,500	60
LENOIR	6,120	1,950	1,090	2,550	110
LINCOLN	4,050	1,110	830	1,610	70
MC DOWELL	3,810	1,080	630	1,680	90
MACON	1,740	280	400	890	50
MADISON	1,630	450	290	680	70
MARTIN	2,280	670	420	920	40
MECKLENBURG	55,700	18,170	11,200	22,100	690
MITCHELL	1,480	310	320	700	30
MONTGOMERY	2,560	880	400	950	70
MOORE	4,340	1,210	760	1,950	150
NASH	5,890	1,760	1,090	2,460	140
NEW HANOVER	12,150	4,410	2,340	4,280	250
NORTHAMPTON	1,900	600	310	740	60
ONSLOW	7,660	3,590	1,530	2,070	50
ORANGE	7,130	2,960	1,030	2,370	120
PAMLICO	1,030	270	180	480	30
PASQUOTANK	2,840	850	520	1,260	60
PENDER	2,140	760	300	810	60
PERQUIMANS	750	200	140	370	10
PERSON	2,750	800	540	1,070	50
PITT	7,960	2,870	1,350	2,880	130
POLK	1,780	490	290	810	70
RANDOLPH	10,440	3,330	2,120	3,950	130
RICHMOND	4,380	1,080	790	2,080	100
ROBESON	7,220	2,480	1,190	2,690	140
ROCKINGHAM	8,910	2,520	1,450	4,050	130
ROWAN	13,870	3,610	2,830	6,400	270
RUTHERFORD	5,660	1,530	1,000	2,530	140
SAMPSON	4,190	1,160	890	1,670	90
SCOTLAND	3,060	1,160	510	1,040	30
STANLY	5,230	1,450	870	2,370	100
STOKES	2,060	610	350	850	20
SURRY	6,100	1,540	1,330	2,570	110
SWAIN	1,000	340	200	370	30
TRANSYLVANIA	2,660	850	520	1,040	60
TYRRELL	350	10	90	200	20
UNION	6,340	1,950	1,130	2,500	140
VANCE	3,610	1,100	670	1,450	90
WAKE	32,570	11,770	6,600	11,410	460
WARREN	950	150	220	450	50
WASHINGTON	1,280	350	250	530	50
WATAUGA	2,460	880	380	920	30
WAYNE	8,610	3,140	1,550	2,990	140
WILKES	5,480	1,680	930	2,260	110
WILSON	6,200	2,050	1,090	2,350	80
YADKIN	2,930	870	580	1,160	50
YANCEY	1,150	200	300	530	30

* EXCLUDES SPANISH AMERICAN WAR VETERANS
DETAILS MAY NOT ADD TO TOTAL DUE TO ROUNDING
SOURCE: VA